

Submarine Reserve Officer Career Path Template

The objective of the 1125 Career Path template is to clarify and communicate a 20-year development itinerary such that an officer will develop a desirable level of expertise and competence for each rank, culminating in a competitive position for promotion to Captain. The template was developed to provide maximum flexibility for 1125 officer career progression (e.g., allows for out-of-community tours, and varying starting points with respect to years and experience on active duty) while simultaneously satisfying Program One customer (i.e., TYCOM) requirements (e.g., battle group staff/submarine warfare command center qualified watch officers). **There is no single mandatory or "correct" career path.** Several examples of potential/typical career paths are included following the Master Template; example one depicts a career path that is focused on obtaining tours within Program One commands; example two depicts a career path that is focused on balancing Program One and joint, out-of-community tours; example three depicts a career path that is focused on obtaining a maximum number of CO tours.

The following information/conventions apply when reading/interpreting the Master Template.

- “Rank” column – Time in grade is based on the following scale: officer joins Program One as a LT with 6 or more years commissioned service (baseline assumption -); promotion to LCDR occurs about year 10; promotion to CDR occurs about year 16; promotion to CAPT occurs about year 22. Total tours at any rank will vary for each officer; a career pattern for officers transferring to Reserve status at more senior levels (e.g., LCDR) should be adjusted accordingly. Reserve tours for LT – LCDR nominally will be 2 to 4 years long (CO/OIC tours are 2 years long); tours for CDR and CAPT are 2 years for CO billets and 3 years for non-command billets.
- “Reserve Unit” column – For each rank, specified reserve units are listed in order of preference (reading down the page), with the highest preference first. The preferred order is not mandatory since there are insufficient billets within the battle group staff (BGS) units to afford each 1125 junior officer a BGS tour of duty; this is particularly true for newly accessed 1125 LTs. Nevertheless, it is important for junior officers to obtain a tour, or at least an AT, with a BGS unit since Program One and the Submarine Force would like to draw on their recent operational experience and maintain/enhance their warfare specialty skills, particularly water-space management. Additionally, BGS tours of duty will help to ensure that 1125 officers achieve/maintain a minimum skill set of submarine warfare expertise.

Allowance has been made for “out of community” tours to provide officers the opportunity to “sample” and learn about other warfare communities/programs, obtain joint operations experience, and seek command assignments at the earliest opportunity. (Out of community” tours also afford an opportunity for 1125 officers to educate other warfare communities about Program One.) Although tours outside Program One are acceptable and encouraged, submarine qualified officers should attempt to minimize back-to-back “out of community” tours to preclude “losing the bubble” on 1125 community and Submarine Force issues/trends/developments.

- “AT” column - For each rank, AT assignments are listed in order of preference (reading down the page), with the highest preference first. The preferred order is based on the philosophy outlined in the “Reserve Unit” bullet above regarding employment/enhancement of recent operational experience and water-space management skills. The preferred order is not mandatory since there are limited AT billets within any fiscal year, and it is likely that officers will be required to perform one or more ATs with their parent command (this is generally true for the first AT, which usually is required for full mobilization qualification). Each officer should attempt to employ the template’s preferential order when applying for AT. For example, a newly accessed 1125 LT assigned to a reserve unit outside of Program One likely will be required to perform AT with his parent command for mobilization qualification. In the event such a requirement is not mandatory or is not applicable (e.g., second and subsequent ATs), the officer should seek an annual AT as part of a Battle Staff unit (it is preferable for an officer to have performed at least one exercise at an ashore OPCON Center or have recent active duty operational experience in water space management

prior to an at sea exercise as a Battle Staff Afloat Submarine Assistance Team (SAT) member), if this is not possible the next choice should be participation in a National Exercise in a TYCOM ashore billet, if this is not possible, the next choice should be an AT at any Program One Parent Command/Mobilization site.

- “Quals, NOBCs” column – This column identifies the minimum set of required 1125 warfare specialty skills, as designated by Navy Officer Billet Classification Codes (NOBCs). It also includes qualification as a BGS watch officer (i.e., completed/approved BGS qualification card). There is no requirement to obtain the NOBCs in the exact order of their listing within the template. The required NOBCs have been aligned with the “rank” column where they can be easily attained, at the earliest opportunity. It should be the goal and objective of every 1125 officer to become fully qualified for his mobilization billet, and wherever possible, to have the appropriate NOBC(s) upon initial assignment to that billet. To provide for maximum career flexibility, each officer also needs to develop a wide base of occupational and professional skills. Accordingly, officers should seek and apply for any and all applicable NOBCs beyond the minimum requirements.

NOBC key: 9045 – Staff Operations Command Center Watch Officer
9065 – Staff Operations and Plans Officer
9070 – Staff Readiness Officer (Engineering)
9073 – Staff Readiness Officer (Tactics)
9084 – Staff Submarine Warfare Officer
9085 – Operations Analyst

- “Primary Duties” column - For each rank, the Naval Reserve primary duties are listed (reading down the page) in descending order of importance/responsibility. The list is not mandatory, but includes a representative duty set that ensures a firm basis for future career progression. Officers should attempt to fill/be assigned as many of the listed duties as possible (order of assignment need not follow the list order). Officers who are “hot runners” and desire a 30-year career in-pay will/should seek positions of greater authority earlier, including command at all grades.

Submarine Reserve Officer Career Path Master Template

Rank	Reserve Unit (Priority order)	AT (Priority order)	Quals, NOBCs	Primary Duties
LT - LCDR	Battle Group Staff (BGS) Unit Any Program One Unit Any NR Unit	Parent Command Battle Staff Afloat TYCOM Ashore: National Exercise Any Program One Parent Command, MOB site	BGS Qual 9045	CO/XO Dept Head Asst. Admin Officer Training Officer Asst. Training Officer Division Officer Projects/Watch Officer
CDR	Program One Major Command Staff Unit ¹ Joint Command Staff Unit Any Program One Unit Any NR Unit	Parent Command National Joint Exercise NWC Joint Ops Course NWC RO/S&P ² Course Promotion Board CAPT-CDR Screening Board Admin Asst.	9065 9073 9084	CO XO Dept Head Admin Officer
CAPT	Any Program One Unit Any NR Unit	Parent Command Promotion Board CAPT-CDR Screening Board Naval War College, National Defense University, Senior Naval Reserve Officer Orientation Course Policy Board	9085	XO CO Senior Reserve Unit Command/Staff ³

- 1 Program One Major Command Staff Unit: COMSUBLANT (CSL), COMSUBPAC (CSP), OPNAV N87, COMSUBGRU, COMSUBDEVIRON Units
- 2 Naval War College (NWC) Reserve Officer Strategy and Policy (RO/S&P) Course
- 3 Senior Reserve Unit Command/Staff: OPNAV N87R, DCSL/DCSP Chief of Staff (COS), OPNAV N87 106 (CO), CSL/CSP Program Coordinating Unit (PCU) CO (CSL Det 306, CSP Det 320), OPNAV N87/CSL/CSP Force Personnel Director, CSL/CSP BGS Director, CSL/CSP Maintenance Director

Submarine Reserve Officer
Illustrative Career Path
 Example 1
Focus: Program One Tours

Rank	Tour Length (yrs)	Typical Reserve Unit	AT	Primary Duty Assignments
LT	3	COMSUBDEVRON	Battle Staff Afloat National Exercise: CSP billet ashore Battle Staff Afloat	Projects/Watch Officer Division Officer RESPAY Officer
LCDR	4	CSL/CSP	National Exercise: CSL/CSP billet ashore Parent Command, MOB site Battle Staff Afloat Battle Staff Afloat	Asst. Admin Officer Asst. Training Officer Training Officer
	2	AS-40 Cable DET	Parent Command, MOB site Parent Command, MOB site	CO
CDR	2	BGS	Battle Staff Afloat Battle Staff Afloat	Admin Officer XO
	2	COMSUBGRU CCC	Parent Command NWC Joint Ops Course	CO
	2	COMSUBRON	Parent Command National Joint Exercise	CO
CAPT	2	CSL/CSP	NWC RO/S&P Course National Joint Exercise	CO
	2	CSL/CSP	Parent Command, MOB site O-6 Promotion Board	CO (PCU)
	2	Deputy CSL/CSP Staff	Parent Command, MOB site CAPT-CDR Screening Board	Deputy CSL/CSP COS

**Submarine Reserve Officer
Illustrative Career Path**
Example 2
Focus: Joint, Out-of-Community Tours

Rank	Tour Length (yrs)	Typical Reserve Unit	AT	Primary Duty Assignments
LT	2	BGS	Battle Staff afloat Battle Staff afloat	Projects/Watch Officer RESPAY Officer
LCDR	2	SACLANT	Parent Command, MOB site Battle Staff afloat	OIC
	4	COMSUBRON	Parent Command, MOB site National Exercise: CSL billet ashore Battle Staff afloat National Exercise: CSL/CSP billet ashore	Asst. Training Officer Training Officer Admin Officer XO
	1	CNF KOREA	National Joint Exercise: Parent Command, MOB site	Admin Officer
	2	COMSUBGRU	Parent Command, MOB site National Exercise: CSL/CSP billet ashore	CO
CDR	3	CINCPACFLT	National Joint Exercise: Parent Command, MOB site Battle Staff afloat O-4 Promotion Board	Ops Dept Head Plans Dept Head C4I Dept Head
CAPT	1	OPNAV N87	Senior Naval Reserve Officer Orientation Course	XO
	2	CSL/CSP	National Exercise: CSL/CSP billet ashore Naval War College	CO
	2	CINCIBERLANT	National Joint Exercise: Parent Command, MOB site National Joint Exercise: Parent Command, MOB site	CO
	3	CSL/CSP	CAPT-CDR Screening Board National Exercise: CSL/CSP billet ashore	CSL/CSP Force Personnel Director

**Submarine Reserve Officer
Illustrative Career Path**
Example 3
Focus: Command Tours

Rank	Tour Length (yrs)	Typical Reserve Unit	AT	Primary Duty Assignments
LT	2	COMSUBRON	National Exercise: CSL billet ashore Battle Staff afloat	Projects/Watch Officer RESPAY Officer
	2	PSD SOEUR	National Joint Exercise: Parent Command National Joint Exercise: Parent Command	CO
LCDR	3	BGS	Battle Staff afloat Battle Staff afloat Battle Staff afloat	Asst. Training Officer Projects Officer Asst. Admin Officer
	2	SPAWARSYSCNT	Parent Command, MOB site Parent Command, MOB site	OIC
	1	CSL/CSP	National Exercise: CSL/CSP billet ashore	Training Officer
CDR	2	COMSUBGRU	Parent Command, MOB site National Exercise: CSL billet ashore	CO
	3	CSL/CSP	NWC Joint Ops Course National Exercise: CSL/CSP billet ashore O-3 Promotion Board	Admin Officer OPS Dept. Head Special Projects Officer
	2	COMSUBRON	Parent Command, MOB site Senior Naval Reserve Officer Course	CO
CAPT	3	NAVINSGEN	Parent Command: Echelon 2 Command Inspection CAPT-CDR Screening Board Parent Command: QOL Inspection	Dept Head XO
	2	CSL/CSP	NWC RO/S&P Course National Exercise: CSL/CSP billet ashore	CO
	2	CSL/CSP	O-6 Promotion Board National Exercise: CSL/CSP billet ashore	CO (PCU)

